



ROLLING HILLS PUBLIC
CHARTER SCHOOL
DIFFERENTIAL PAY PLAN
2013-14

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I.C. 33-1004J. DIFFERENTIAL PAY. Of amounts appropriated for the educational support program, moneys shall be distributed for differential pay as provided for in section 33-1002, Idaho Code. Moneys for the differential pay program shall be distributed to school districts requesting grant funds for local excellence in achievement awards. Such distribution shall be based upon each requesting school district's number of support units used to calculate salary-based apportionment, as compared to the total number of such support units for all such school districts requesting such funds. Funds received shall be paid to certificated or no certificated employees, subject to local excellence in achievement plans, pursuant to the following criteria:

(1) All plans shall be approved by the local board of trustees, including evidence that the plan was developed with input from the principal, teachers and certificated employees at each school.

(2) Such plan shall not be subject to collective bargaining, any other provision of law notwithstanding.

(3) The plan may allow expenditure of up to forty percent (40%) of the funds for professional development, leadership and resources necessary to implement Idaho core mathematical and English language arts standards.

(4) The plan shall delineate how the moneys will be used for excellence in achievement awards, including the establishment of goals and identifying objective measures of growth in student achievement to be used.

(5) Awards shall be directed at the school wide level, the individual level or any other grouping below the school wide level.

(6) The plan and grant funds request shall be submitted to the state department of education by no later than October 1, 2013, and funds shall be distributed by the department no later than February 15, 2014.

(7) Each school district receiving grant funds shall submit a report to the state department of education at the end of the fiscal year that details the plan's student achievement results based upon the established criteria. Such report shall include, but not be limited to, measures of growth in student achievement, target benchmarks, results of those measures, and information on the amount of the funds awarded, by individual. The report shall also include a narrative on the effectiveness of the awards in reaching the goals.

(8) Each submitted plan and report shall be posted to the school district and state department of education websites. In addition, the state department of education shall conduct a comparison study of the characteristics, process and features of each plan to the results achieved and shall post such study to its website.

(9) A portion of the moneys so distributed shall be utilized to pay any variable rate-based employer benefit costs.

(10) The payment of any funds to an employee pursuant to this section shall not create any requirement that a school district maintain or repeat such a payment in the future. For the purposes of this section, the term "school district" also means "public charter school" and the term "board of trustees" also means "board of directors."

I.C. 33-1004I (2)(a)viii(b)

Local share awards shall be based on one (1) or more of the following measures:

- i. Student test scores;
- ii. Student graduation rate;
- iii. Student dropout rate;
- iv. Percent of graduates attending postsecondary education or entering military service;
- v. Making federally approved adequate yearly progress;
- vi. Number of students successfully completing dual credit or advanced placement classes;
- vii. Percent of students involved in extracurricular activities;
- viii. Class projects;
- ix. Portfolios;
- x. Successful completion of special student assignments;
- xi. Parental involvement;
- xii. Teacher-assigned grades;
- xiii. Student attendance rate; and
- xiv. Various other criteria determined by local districts, subject to approval by the state department of education.
- xv. For any school district in which the board of trustees fails to adopt a plan for awarding local pay for performance shares by September 1, local shares awarded for performance in that school year shall be identical to the number of state shares awarded for each certificated employee.

I.C. 33-1004I(2)(c)

- (c) Individual differential pay bonuses shall be calculated as follows: (section 33-1004, Idaho Code)
 - (i) Divide the moneys available for pay for performance bonuses by the total number of state shares earned by certificated employees statewide.
 - (ii) To determine the amount of pay for performance bonus funds to distribute to each school district, multiply the result of subparagraph (i) of this subsection by the number of state shares earned by certificated employees in the school district.
 - (iii) To establish the value of a share in each school district, the school district shall divide the funds distributed by the state department of education pursuant to subparagraph (ii) of this subsection by the total number of state and local shares earned by all certificated

employees who earned at least a fraction of both a state and local share.

- (iv) Multiply the total number of state and local shares earned by each certificated employee of the school district who earned at least a fraction of a state and local share by the result of subparagraph (iii) of this subsection. Certificated employees who do not earn at least a fraction of both a state and local share shall not be eligible to receive a pay for performance bonus. Pay for performance bonuses shall be paid by school districts to qualifying certificated employees in a lump sum by no later than December 15 following the spring test of the prior school year.

I.C. 33-1004I (4)

- (a) School district boards of trustees may designate up to forty percent (40%) of their certificated instructional employees for leadership awards. Such awards shall recognize excellence, be valid only for the fiscal year for which the awards are made and require one (1) or more of the following additional duties:
 - i. Teacher or other instructional staff mentoring;
 - ii. Content leadership;
 - iii. Lead teacher;
 - iv. Peer teaching coach;
 - v. Content specialist;
 - vi. Remedial instructor;
 - vii. Curriculum development;
 - viii. Assessment development;
 - ix. Data analysis;
 - x. Grant writing;
 - xi. Special program coordinator;
 - xii. Research project;
 - xiii. Teaching professional development course;
 - xiv. Service on local/state/national education committee or task force;
 - xv. Providing leadership to a professional learning community;
 - xvi. Earning national board certification; and
 - xvii. Various other criteria determined by local districts, subject to approval by the state department of education.
 - xviii. Duties related to student activities and athletics shall not be eligible for leadership awards.
- (b) Local school district boards of trustees shall require that the employee work additional time as a condition of the receipt of a leadership award.
- (c) Local school district boards of trustees may grant multiple leadership awards with multiple additional duties. No employee, however, shall receive leadership awards in excess of twice the statewide average bonus

- paid per certificated instructional employee pursuant to subsection (2) of this section.
- (d) Leadership awards shall be paid by school districts to qualifying certificated instructional employees in a lump sum payment upon completion of the additional duty.
 - (e) Employees with fewer than three (3) years of experience shall not be eligible for leadership awards. The term "experience" shall be as used for certificated instructional staff in section 33-1004A, Idaho Code.
 - (f) Notwithstanding the provisions of subsection (4)(a) through (e) of this section, employees who earned national board certification prior to July 1, 2011, and who are no longer receiving payments for earning such certification pursuant section 33-1002, Idaho Code, due to the repeal of the provision providing for such payments, shall be paid two thousand dollars (\$2,000) per year from the moneys allocated pursuant to this subsection (4) until all moneys that would have been paid under the previous provisions of section section 33-1002, Idaho Code, have been paid.
- (5) School districts may shift moneys between the allocations for subsections (3) and (4) of this section. The ten percent (10%) limitation established in subsection (3) of this section and the twenty-five percent (25%) limitation established in subsection (4) of this section shall be adjusted accordingly.
 - (6) All distributions of moneys to school districts shall be made as part of the third payment to school districts required by section 33-1002, Idaho Code.
 - (7) School districts shall not enter into any contract that discriminates against those receiving a bonus award pursuant to this section.
 - (8) The state department of education may require reports of information as needed to implement the provisions of this section and provide reports to the governor, the legislature and the public.
 - (9) For the purposes of this section, the term "school district" also means "public charter school," and the term "board of trustees" also means "board of directors."

Rolling Hills Public Charter School Differential Pay Board Policy

A School District local student achievement awards oversight committee shall be established which consists of at least one certificated instructional employee per school (selected by the principal), the superintendent and one member of the board of trustees.

Duties shall include:

- A. Ensure that local student achievement share awards are equivalently difficult/easy to earn by all groups (Certified and Classified) within the district. Preliminary plans for teachers in each building will be forwarded to the committee each year via the superintendent, and these plans will have been determined by groups of teachers and the principal.
- B. Set guidelines/rules to govern local student achievement share awards in the school district.
- C. Help ensure that results for which there is pay are reliable and valid.
- D. Help ensure that excellence and improvement are encouraged, and that all effective certificated building-based staff has an opportunity to earn awards.
- E. All performance and personnel matters which are confidential under current state law and school district policy will remain confidential.

Local Share Achievement

Rolling Hills Public Charter School certificated (Administrator, Classroom and specialists will be considered same as they all will be held to the same standard) and non- certificated employees will be able to earn local differential pay shares based on the following local measures:

Grades K-2 Teachers

Use of easyCBM measures will apply to the achievement of student growth. Student growth will be measured using the Norm-referenced percentiles of students in the classroom. Certified and noncertified employees will receive differential pay based on the following criteria of easyCBM. Growth will be measured on Benchmark assessments Fall, Winter, and Spring. **90% of the class** needs to be performing at the highest level of percentile for the award to be issued. Students qualifying for the alternative assessment we will use the proficiency level for that assessment. They will be not included in all student or easyCBM Benchmark measures.

Certified- easyCBM

75 th percentile	.33 Share
50 th percentile	.2 Share
20 th percentile	0 Share

Non-Certified- easyCBM

75 th percentile	.15 Share
50 th percentile	.1 Share
20 th percentile	0 Share

Certified - Percent Proficient on IRI

Fall IRI	
75%	0.34 share
70%	0.25 share
65%	0.10 share

Certified- Student Attendance

Attendance Percentage	
96%	0.33 share
93%	0.2 share
90%	0.1 share

Non-Certified - Percent Proficient on IRI

Fall IRI	
75%	0.20 share
70%	0.1 share
65%	0.05 share

Non- Certified - Student Attendance

Attendance Percentage	
96%	0.15 share
93%	0.075 share
90%	0.03 share

Grades 3 – 8 Teachers

Use of easyCBM measures will apply to the achievement of student growth. Student growth will be measured using the Norm-referenced percentiles of students in the classroom. Certified and noncertified employees will receive differential pay based on the following criteria of easyCBM. Growth will be measured on Benchmark assessments Fall, Winter, and Spring. **90% of the class** needs to be performing at the highest level of percentile for the award to be issued. Students qualifying for the alternative assessment we will use the proficiency level for that assessment. They will be not included in all student or easyCBM Benchmark measures.

Certified-easyCBM

75 th percentile	.125 Share
50 th percentile	.065 Share
20 th percentile	0 Share

Non-Certified-easyCBM

75 th percentile	.075 Share
50 th percentile	.03 Share
20 th percentile	0 Share

ISAT % of Class Proficient or Advanced from 12-13 data for certified employees

Reading		Math	
85%	0.25 share	90%	0.25 share
80%	0.175 share	85%	0.175 share
75%	0.03 share	80%	0.03 share

Language	
85%	0.25 share
80%	0.175 share
75%	0.03 share

Student Attendance current year 13-14 as of February 2014

Attendance Percentage	
96%	0.15 share
93%	0.075 share
90%	0.03 share

Non-Certified employees ISAT % of Class Proficient or Advanced from 12-13 data

Reading		Math	
85%	0.125 share	90%	0.125 share
80%	0.06 share	85%	0.06 share
75%	0.03 share	80%	0.03 share

Language	
85%	0.125 share
80%	0.06 share
75%	0.03 share

Non- Certified - Student Attendance current year 13-14 as of February 2014

Attendance Percentage	
96%	0.075 share
93%	0.03 share
90%	0.015 share

Leadership Awards

Leadership awards are implemented by the Idaho State Department of Education until the 2013 – 2014. The **Rolling Hills Public Charter School** Differential Pay Committee (per board policy in this document) convened in the summer of 2013 to establish norms and criteria for leadership awards.

Leadership Awards will be paid out of the Differential Pay allotment before distribution shares are applied. The 40% allowable of Differential Pay will be used to satisfy the dollar amount awards.

Leadership Positions:

- Harbor Coach(s) will be paid \$2,000/each
- Professional Development Leadership will be paid \$2,000
- Team Leaders will be paid \$1,000 as per assignment
- Academic coach \$2,000

School Board Approval Date: _____

Signed by Board Member _____